

ANNUAL  
REPORT

2000



Committee  
for  
Purchase  
From  
People  
Who  
Are  
Blind  
or  
Severely  
Disabled



Javits-Wagner-O'Day  
**JWOD**  
WWW.JWOD.ORG

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## Chairperson's Message

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*“‘We Can Do More.’ Let us carve this thought over the gate of the new year.”*

— Helen Keller

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I am pleased to submit the Committee's Annual Report for fiscal year 2000 to Congress.

Fiscal Year 2000 brought many changes and achievements to the Javits-Wagner-O'Day Program, and to the Committee itself.

In FY 1999, the General Services Administration, historically the JWOD Program's largest distributor, announced the imminent closing of its Depot System. In response, the Committee devised a three-tiered plan to maintain distribution of JWOD common-use items so as to ensure JWOD employment opportunities. FY 2000 saw that plan put into action as the JWOD Program: 1) partnered with commercial distributors on GSA's Desktop Multiple Award Schedule to carry JWOD products in their Government catalogs; 2) created its own e-commerce website, [www.jwod.com](http://www.jwod.com) (which is also accessible through the Navy's One-Touch System and the Department of Defense's EMALL); and 3) developed its own GSA Single Award Schedule.

Together with distribution channels opened in FY 1999 (such as JWOD retail outlets at Base Supply Centers and SERVMARTs), steps taken in FY 2000 have provided Federal customers with a broader range of options when shopping for the

JWOD products they have come to trust. While JWOD sales to GSA's Federal Supply Service have declined for the second year in a row due to downsizing, the JWOD Program has managed to maintain JWOD employment on product contracts.

FY 2000 has also been an extremely successful year for JWOD services with the addition of two high-profile contracts to the Procurement List. The JWOD Program worked with the Department of the Interior's National Park Service to supply an "environmentally friendly" janitorial contract at the Statue of Liberty and Ellis Island, provided by Fedcap, Inc., a JWOD-participating nonprofit agency located in New York, NY. The JWOD Program also worked with the Library of Congress to add a janitorial contract performed by The Chimes, a JWOD-participating nonprofit agency located in Baltimore, MD. The level of care and attention required to adequately preserve these national treasures clearly illustrates the service capabilities of Americans who are blind or have other severe disabilities.

But, as Ms. Keller's words aptly remind us, *we can do more*. The unemployment rate for Americans with disabilities remains unacceptably high, even



during our country's long period of economic prosperity. As our economy begins to show signs of slowing down, the unemployment rate for Americans with disabilities could go even higher. With only less than one percent of the Government's total procurement spending, the JWOD Program is able to provide over 36,000 jobs to Americans who are blind or have other severe disabilities. With the help of our Federal customers, our goal is to increase JWOD employment to 50,000 jobs by the year 2003. I am confident that if the JWOD team takes advantage of the advances in adaptive technologies, the expanding opportunities for service contractors in the Federal Government and the increasing awareness of the benefits of partnering with the JWOD Program, we will be able to create avenues for employment never open before to people with severe disabilities.

*We can do more — starting now.*

*Dr. Kenneth J. Oscar*  
Chairperson

## 2000 ANNUAL REPORT

### COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

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## COMMITTEE RESPONSIBILITIES

In accordance with the legislative history of the Javits-Wagner-O'Day (JWOD) Act (41 U.S.C. 46-48c), the Committee's mission is to use the purchasing power of the Federal Government to provide employment opportunities for people who are blind or have other severe disabilities. The Committee's primary means of achieving this objective is to direct the Government to procure products and services provided by nonprofit agencies employing such persons nationwide. Among the major functions carried out by the Committee are:

- ◆ Determining which products and services are suitable for provision by nonprofit agencies employing people who are blind or have other severe disabilities, and providing information on such items to Federal personnel through various publications and other means.
- ◆ Determining fair market prices for these products and services and revising prices in accordance with changing market conditions.
- ◆ Assisting Federal agencies to expand procurement from nonprofit agencies participating in the JWOD Program, and monitoring the compliance of both with Committee regulations and procedures.



It is also the responsibility of the Committee to designate, establish fee ceilings for, and provide guidance to Central Nonprofit Agencies (CNAs) that help State-operated and private nonprofit agencies participate in the JWOD Program. The Committee has designated **National Industries for the Blind (NIB)** and **NISH** to provide such assistance.

## NIB/NISH RESPONSIBILITIES

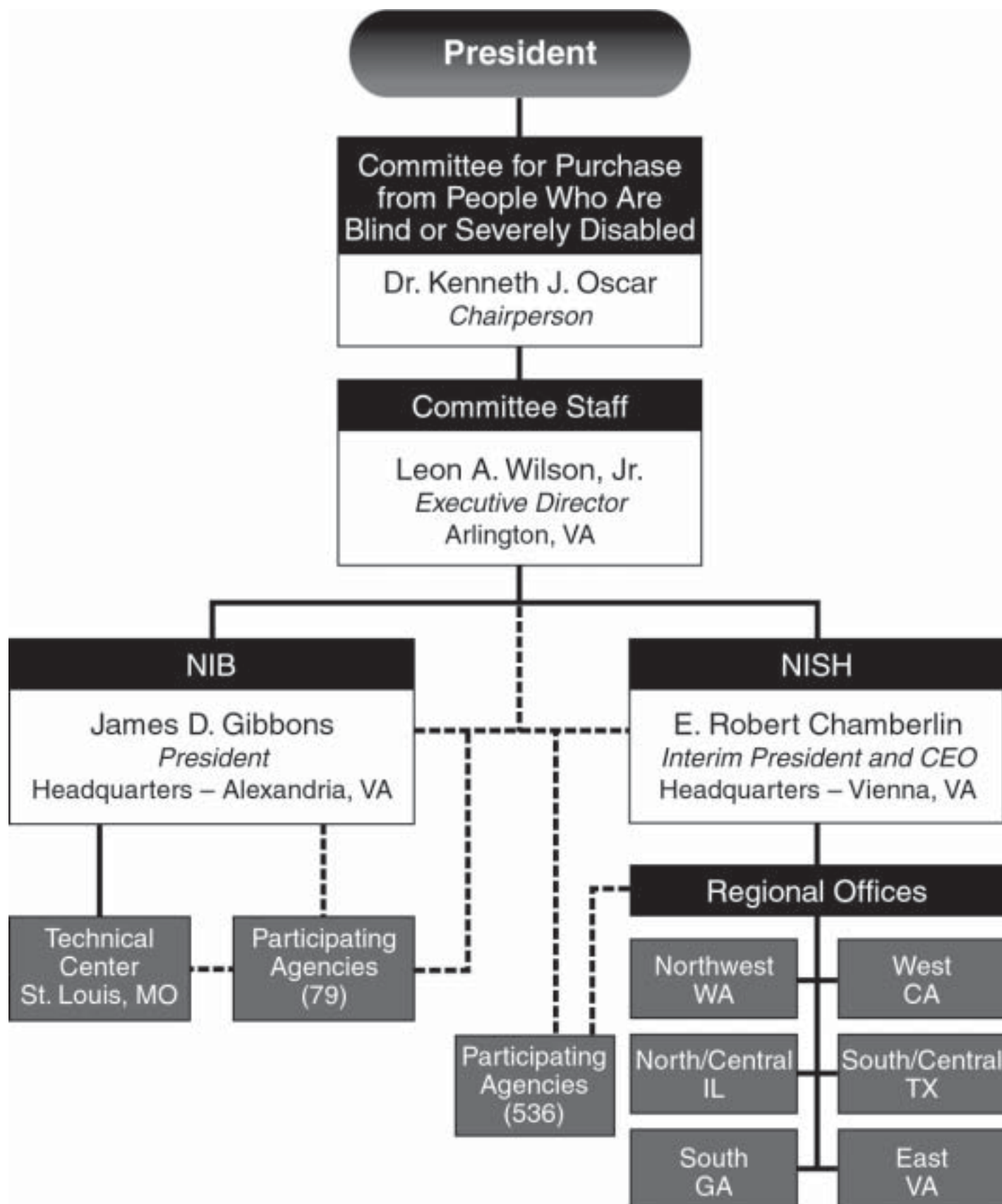
**NIB** and **NISH** are independent private organizations, not Federal entities. Each of the 615 State and private nonprofit agencies participating in the JWOD Program at the end of FY 2000 is associated with either NIB or NISH. Major functions carried out by NIB and NISH include:

- ◆ Allocating Government orders for JWOD items among nonprofit agencies.
- ◆ Assisting nonprofit agencies to develop new JWOD items for the Committee's consideration; calculate proposed JWOD prices; address production/service provision problems; and comply with Committee regulations.
- ◆ Evaluating nonprofit agencies' capabilities to provide specific products and services.

*NIB and NISH are also responsible for obtaining item procurement histories from Federal contracting activities and other information required by the Committee.*







## COMMITTEE MEMBERS

Committee members are appointed by the President. Private citizens serve five-year terms and may be reappointed. Federal Government members serve for the period of time their agency designates them.



Dr. Kenneth J. Oscar, *Chairperson*  
*Deputy Assistant Secretary of*  
*the Army (Procurement)*  
Department of the Army  
November 1995



LeRoy F. Saunders, *Vice*  
*Chairperson*  
*Private Citizen — Obstacles to*  
*Employment of Persons*  
*Who are Blind*  
March 1995



RADM Raymond A. Archer III  
*Vice Director,*  
*Defense Logistics Agency*  
Department of Defense  
July 2000



Timothy A. Beyland  
*Associate Deputy Assistant*  
*Secretary (Contracting)*  
Department of the Air Force  
July 1998



Deborah G. Groeber  
*Private Citizen — Nonprofit*  
*Agency Employees with*  
*Other Severe Disabilities*  
January 1996



Ira L. Hobbs  
*Deputy Chief Information*  
*Officer*  
Department of Agriculture  
October 1995



Gary Krump  
*Deputy Assistant Secretary*  
*for Acquisition and*  
*Materiel Management*  
Department of Veterans Affairs  
April 1994



RADM Keith W. Lippert  
*Commander, Naval Supply*  
*Systems Command and*  
*Chief of Supply Corps*  
Department of the Navy  
May 2000



Frank P. Pugliese, Jr.  
*Commissioner,*  
*Federal Supply Service*  
General Services Administration  
July 1998



Fredric K. Schroeder  
*Commissioner, Rehabilitation*  
*Services Administration*  
Department of Education  
February 1995



Steven B. Schwalb  
*Chief Operating Officer, UNICOR*  
*Corporate Management*  
Federal Prison Industries  
Department of Justice  
November 1994



Evelyn Jobe Villines  
*Private Citizen — Obstacles to*  
*Employment of Persons with*  
*Other Severe Disabilities*  
April 1994



Donald H. Wedewer  
*Private Citizen —*  
*Nonprofit Agency*  
*Employees Who Are Blind*  
April 1994

*Vacancies:*

Department of Commerce  
Department of Labor

## COMMITTEE MEETINGS FY 2000

During FY 2000, the Committee held ten formal meetings, lasting approximately three hours each. Unless otherwise noted, the meetings were held at the Committee's office in Arlington, Virginia. The following list identifies key topics discussed at each meeting.

### *October 5, 1999*

#### **San Antonio, Texas NIB Annual Meeting**

- ◆ JWOD Summit
- ◆ Office Supply Distributors
- ◆ Announced Closure of GSA Stock Program
- ◆ NIB/NISH FY 2000 Plans

### *November 10, 1999*

- ◆ Proposed Amendment to Fair Labor Standards Act
- ◆ SBA Interim Bundling Rule
- ◆ Participation by Procurement Executives from Non-Member Agencies

### *December 9, 1999*

- ◆ JWOD Support Services BOA
- ◆ Determining Impact on Current Contractor(s)
- ◆ JWOD Cost/Benefit Analysis

### *February 9, 2000*

- ◆ NIB/NISH FY 1999 Achievements
- ◆ FY 1999 Annual Report Data for JWOD-Participating Agencies

### *March 9, 2000*

- ◆ Nonprofit Agency FY 1999 Ratios
- ◆ E.R. "Dick" Alley Award

### *May 11, 2000*

- ◆ JWOD GSA Single Award Schedule
- ◆ Proposed Addition of Postage Meters to Procurement List
- ◆ JWOD Program Funding Subcommittee Report

### *June 8, 2000*

- ◆ Results of Nonprofit Agency Compliance Reports
- ◆ Proposed RSA Rulemaking Change

### *July 13, 2000*

- ◆ NIB Report on Proposed RSA Rulemaking Change
- ◆ "Ticket to Work" Legislation Implementation
- ◆ Committee Policy Letters

### *August 10, 2000*

- ◆ Environmental Memorandum of Agreement Signing with DOI and EPA
- ◆ NIB/NISH 2001 Strategic Plans
- ◆ Proposed Addition of Postage Meters to Procurement List

### *September 14, 2000*

- ◆ Third Quarter JWOD Ratio Statistics



Committee members from left to right: (Front Row) Evelyn Villines, LeRoy Saunders, Kenneth Oscar, Donald Wedewer; (Back Row) Timothy Beyland, Gary Krump, Deborah Groeber, Steven Schwalb.

## The Committee

During FY 2000, the Committee leadership changed hands. Chairperson **Gary Krump**, *Department of Veterans Affairs*, and Vice Chairperson **Evelyn Villines**, *Private Citizen*, who led the Committee since 1996, passed their titles, respectively, to **Dr. Kenneth J. Oscar**, *Department of the Army*, and **LeRoy Saunders**, *Private Citizen*. Krump and Villines provided exceptional support and guidance to the JWOD Program over the past four years as it underwent a period of substantial Federal acquisition reform.

Members who departed from the Committee in FY 2000 include **RADM Robert Chamberlin** and **Frank Pugliese**.



Past Committee Chairperson Gary Krump presents a plaque to retiring Committee member RADM Robert Chamberlin.

**RADM Chamberlin** began his term on the Committee in July 1998, as the *Principal Deputy Director of the Defense Logistics Agency*. During his tenure with the Committee, he enabled the JWOD Program to play a larger role in working with DLA to market JWOD products and encouraged the Program to develop its own distribution capabilities for common-use items. Under RADM Chamberlin's direction,

DLA staff continued to provide a high level of JWOD support for educational and promotional events such as JWOD Week, small business fairs and other procurement conferences. Although he retired from military service and the Committee in October 1999, he is still an active supporter of the JWOD Program — RADM Chamberlin joined NISH as the Vice President of Operations, and now serves as Interim CEO while the NISH Board seeks a replacement for Daniel W. McKinnon, Jr.

As the *Commissioner of the General Services Administration's (GSA) Federal Supply Service*, the Federal agency that contracts for the largest number of supplies and services furnished by JWOD, **Frank Pugliese** has worked hard to help JWOD preserve and re-define its long-standing and critical partnership. Pugliese began his term on the Committee in July 1998, just as GSA announced its decision to phase out the depot



Committee Chairperson Kenneth Oscar presents a plaque to retiring Committee member Frank Pugliese.

distribution system. Since that time, Pugliese has supported JWOD's participation in such initiatives as *GSA Advantage!*,<sup>®</sup> Multiple Awards Schedules for office supplies and hardware products, the creation of a JWOD Federal Supply Schedule, and the education of thousands of Federal purchase card holders about the JWOD Program. After 28 years with GSA, Pugliese has retired from a career in civil service to become the President and CEO of an organizational performance solutions company.



## The Committee Staff



*Beverly Milkman, second from the right, is joined by (l.-r.) Deidre Lee, Director, Department of Defense Procurement; Marian Javits, wife of the late Senator Jacob Javits; and Joshua Javits, son of Senator and Mrs. Javits.*

**A**fter 12 years as *Executive Director of the Committee staff*, **Beverly L. Milkman** retired in January 2000. During her distinguished tenure with the Committee, Milkman's tireless efforts to create jobs for people who are blind or have other severe disabilities — and to educate the Federal Government about the quality products and services they provide — contributed greatly to the Program's continuing success in a time of substantial Federal acquisition reform.

A career civil servant, Milkman dedicated 30 years of her professional life as a Federal employee. Prior to accepting her position at the Committee, Milkman worked at the Department of Commerce, where she rose to the prominent position of Deputy Director for

Grant Programs at the Economic Development Administration. She is the recipient of both the Meritorious and the Distinguished Executive Presidential Rank Awards in recognition of her accomplishments at the Committee and in her other management positions within the Federal Government. Under Milkman's leadership, the annual hours worked by JWOD employees doubled from 13 million to 26 million hours; wages earned by JWOD employees increased from \$59 million to nearly \$180 million; and the number of people with severe disabilities working on JWOD contracts rose from 16,700 to more than 33,000.

Replacing Milkman as Executive Director is **Leon A. Wilson, Jr., Brig. Gen., USAF (Retired)**. Prior to assuming his leadership

role at the Committee, Mr. Wilson served as Director of Supply, DCS Installations/Logistics, at the U.S. Air Force Headquarters and, most recently, as an Associate Consultant with a management-consulting firm on military systems. During his 30 years with the U.S. Air Force, Mr. Wilson commanded several military organizations responsible for handling logistics, supply and procurement operations and held a variety of worldwide assignments. He is the recipient of the Distinguished Service Medal, Defense Superior Service Medal, Legion of Merit, Defense Meritorious Service Medal and other military decorations. Since joining the Committee in January 2000, Mr. Wilson has focused his efforts on adapting the JWOD Program to meet the Federal Government's evolving procurement needs.

## NIB/NISH MILESTONES

**D**aniel W. McKinnon, Jr., *President and CEO of NISH* since 1992, also retired this year. As Commander of the Naval Supply Systems Command, McKinnon served as a Committee member and strong supporter of the JWOD Program from 1987 to 1991. He also led the Committee as its Chairperson. Under McKinnon's leadership at NISH, the total JWOD direct labor hours grew from 19.8 million to 32 million; the number of JWOD worker employed grew from 20,920 to 30,179; JWOD sales grew from \$297.5 million to \$706.2 million; and the JWOD average hourly wage increased from \$5.76 to \$7.19.



*Committee Chairperson Ken Oscar presents a plaque to retiring President and CEO of NISH, Dan McKinnon.*



*Gene Stillions, retiring Vice President for Operations at NISH, receives a plaque from Past Committee Chairperson Gary Krump.*

**D**epartures from NISH also included **Gene Stillions**, *Vice President for Operations*, and **David Saunders**, *Assistant Vice President for Products*. Stillions came to NISH in 1988 as the Director of the South Central Regional Office, and came to the National office in 1992 when he



*David Saunders, retiring Assistant Vice President for Products at NISH, receives a plaque from Past Committee Chairperson Gary Krump.*

was promoted to Executive Vice President of Operations. He retired in January 2000. Saunders came to NISH in 1990 and left in December of 1999 to join a commercial fabric company that supplies JWOD-participating nonprofits who produce the military's chemical protective suits.

## The Javits-Wagner-O'Day Summit



*Deidre A. Lee, Past Administrator,  
Office of Federal Procurement Policy.*



*Daniel W. McKinnon, Jr., NISH CEO; LTG Henry T. Glisson, Director, Defense Logistics Agency,  
Committee Executive Director Leon A. Wilson, Jr.; Committee member Steve Schwalb.*

**O**n April 18, 2000, the first-ever JWOD Summit was held in Arlington, Virginia. The JWOD Summit provided all members of the JWOD Program — the Committee, National Industries for the Blind, NISH, participating nonprofit agencies and Federal customers — with the opportunity to discuss how to increase the number of JWOD employment opportunities for people who are blind or have other severe disabilities. More than 1,700 people were in attendance. Agenda topics included new policy initiatives; new JWOD products and services; the changing Federal acquisition environment; electronic commerce initiatives; and new directions in JWOD product distribution.



*Committee Chairperson Gary Krump with  
Senator James Jeffords (R-VT).*

Senator James Jeffords, (R-VT), the keynote speaker, was presented with the NISH Javits Legislative Award for his co-sponsoring of the Ticket to Work and Work Incentives Improvement Act of 1999.

The Javits Legislative Award recognizes a member of Congress who has made an outstanding contribution to the JWOD Program and/or to the people with severe disabilities it serves.

Speakers also included Deidre A. Lee, Past Administrator of the Office of Federal Procurement Policy and LTG Henry T. Glisson,

Director of the Defense Logistics Agency. Their viewpoints on Federal acquisition policy in the 21<sup>st</sup> century were greatly appreciated by the JWOD community.

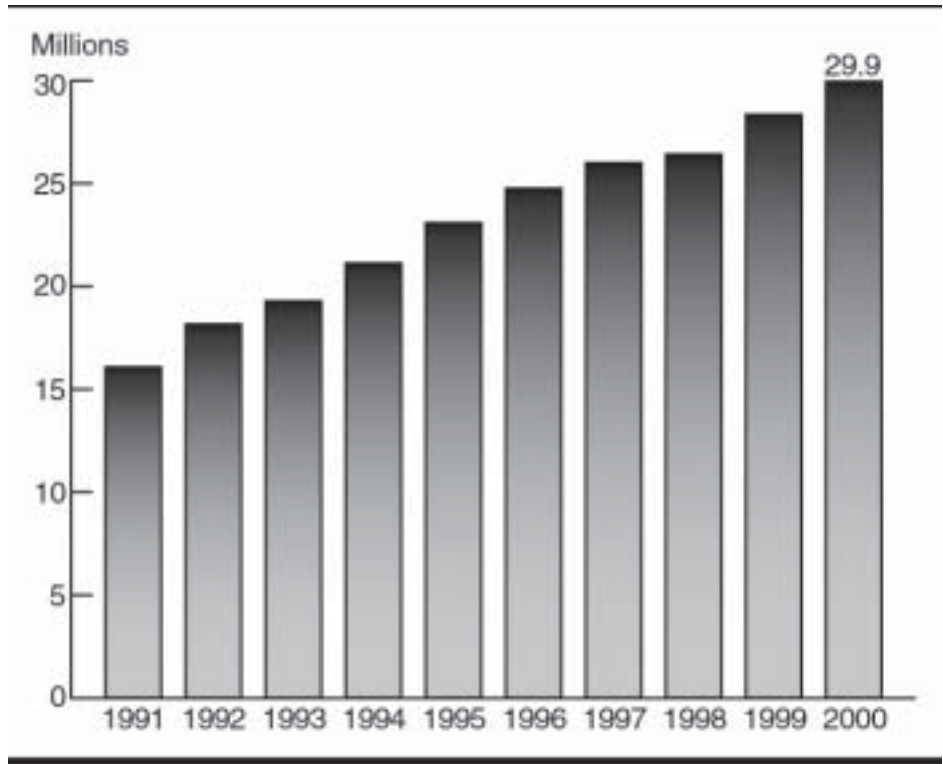
# JWOD IMPACT BY STATE

	JWOD Workers	JWOD Direct Labor Hours	JWOD Wages
Alabama	457	527,757	\$3,454,897
Alaska	125	127,453	\$1,315,877
Arizona	640	406,262	\$2,919,425
Arkansas	198	211,257	\$1,238,772
California	2,107	2,296,777	\$19,202,653
Colorado	729	477,818	\$3,478,326
Connecticut	345	253,365	\$1,089,869
Delaware	12	7,518	\$61,452
D.C.	772	667,685	\$5,944,717
Florida	1,347	1,445,327	\$10,030,407
Georgia	975	900,161	\$6,361,720
Guam	8	7,664	\$51,140
Hawaii	305	234,854	\$1,753,934
Idaho	1,157	444,340	\$3,486,932
Illinois	1,156	952,323	\$8,910,025
Indiana	420	360,583	\$1,555,966
Iowa	120	66,218	\$446,017
Kansas	187	191,476	\$1,195,588
Kentucky	630	221,936	\$1,558,587
Louisiana	521	520,827	\$3,441,775
Maine	172	227,063	\$1,361,977
Maryland	2,116	1,848,031	\$14,936,664
Massachusetts	423	313,342	\$2,481,038
Michigan	1,023	707,858	\$5,129,752
Minnesota	697	687,235	\$4,900,747
Mississippi	859	767,615	\$4,925,065
Missouri	642	406,086	\$2,502,619
Montana	211	96,284	\$275,052
Nebraska	255	181,773	\$1,052,600
Nevada	87	106,158	\$941,213
New Hampshire	33	19,823	\$179,524
New Jersey	354	324,908	\$2,853,436
New Mexico	537	435,328	\$3,344,774
New York	1,673	1,405,597	\$15,474,412
North Carolina	1,006	1,036,058	\$7,600,105
North Dakota	224	170,290	\$1,014,517
Ohio	919	642,057	\$5,093,221
Oklahoma	741	333,194	\$2,345,357
Oregon	369	301,359	\$2,841,876
Pennsylvania	1,404	832,538	\$5,593,708
Rhode Island	343	211,159	\$2,131,955
South Carolina	1,030	547,756	\$3,590,824
South Dakota	278	280,731	\$1,709,820
Tennessee	552	281,775	\$1,935,806
Texas	3,330	2,982,607	\$20,905,441
Utah	178	216,692	\$1,822,013
Vermont	7	7,240	\$64,057
Virginia	2,643	2,332,962	\$18,047,173
Washington	906	797,424	\$6,926,502
West Virginia	302	338,024	\$2,614,780
Wisconsin	733	740,064	\$3,894,307
Wyoming	50	49,228	\$439,952
JWOD Total	36,308	29,949,860	\$226,428,366



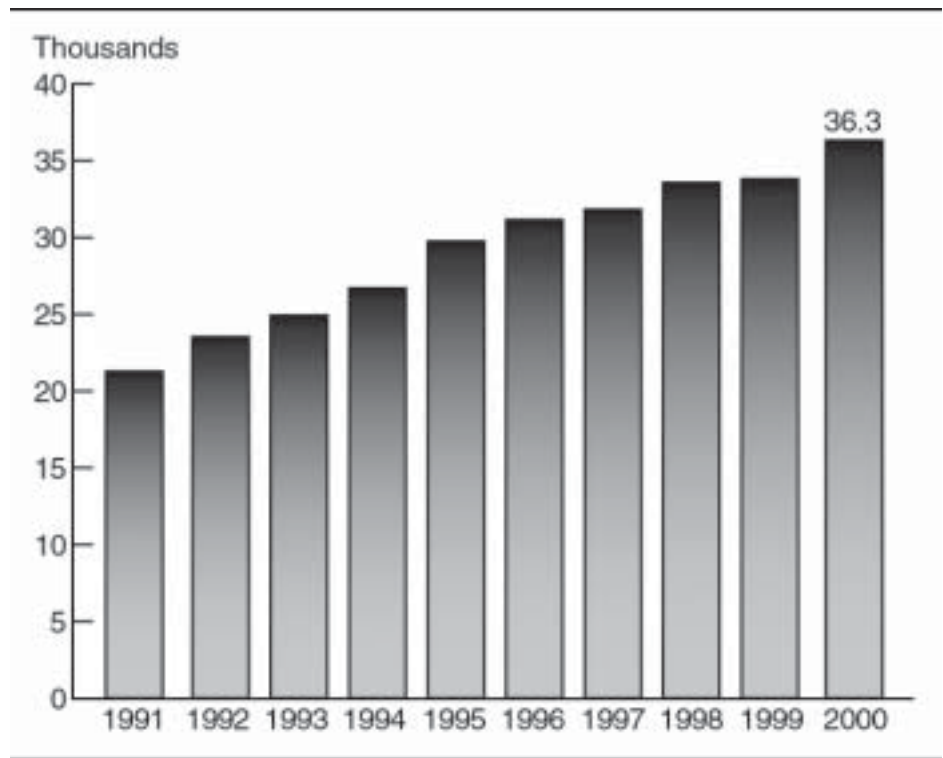
## Direct Labor Hours

During FY 2000, direct labor hours worked on JWOD projects by people who are blind or have other severe disabilities increased once again, reaching a record **29,949,860**. This represents an increase of 1,609,416 hours, 6 percent over total FY 1999 hours.



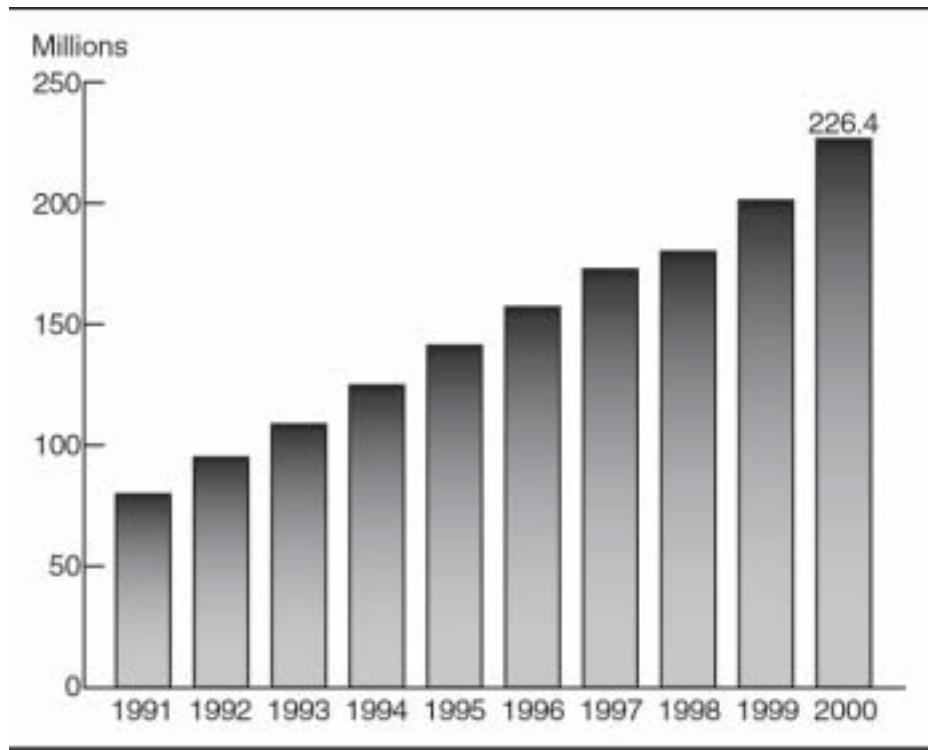
## JWOD Employees Who Are Blind or Have Other Severe Disabilities

During FY 2000, **36,308** individuals who are blind or have other severe disabilities worked on JWOD contracts. This represents an increase of 2,510 individuals or 7 percent over the total number employed through the JWOD Program in FY 1999.



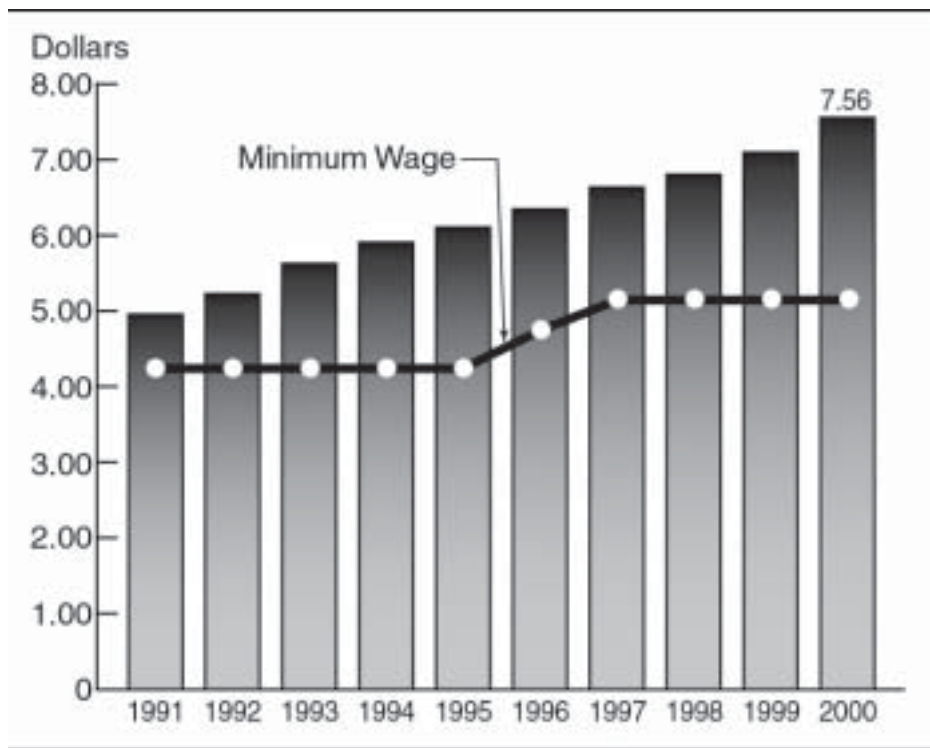
## Direct Labor Wages

Among the most impressive aspects of the JWOD Program is the amount of income it generates for people who are blind or have other severe disabilities. During FY 2000, such individuals employed in direct labor on JWOD contracts received **\$226.4** million in wages, an increase of approximately 13 percent over FY 1999.



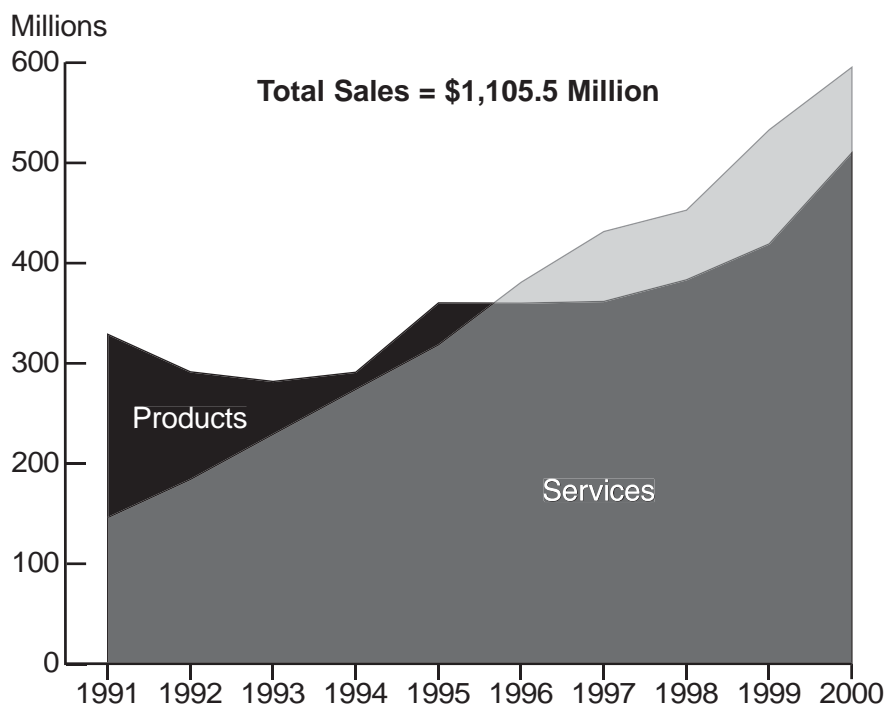
## Direct Labor Hourly Wage

The average hourly wage paid to JWOD direct labor employees again increased. For FY 2000, the average hourly wage was **\$7.56**, surpassing FY 1999's record by \$.46 or in excess of 6 percent. The FY 2000 average hourly wage exceeds the Federal minimum wage of \$5.15 an hour by almost 47 percent.



## Sales by Year

**J**WOD product and services sales in FY 2000 surpassed the previous year's figures, reaching **\$1.1 billion**, a 16 percent increase over FY 1999. JWOD product sales totaled \$510.1 million, a 22 percent increase over FY 1999, and JWOD service sales totaled \$595.4 million, a 12 percent increase.

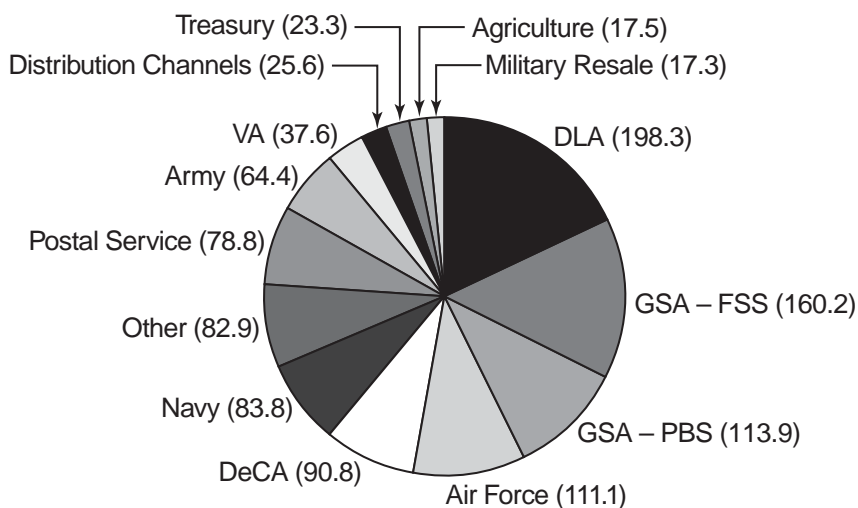


## Sales by Purchaser

**I**n FY 2000, sales to all but one of the major Government Agencies increased. Sales to the General Services Administration's (GSA) Federal Supply Service (FSS), traditionally the JWOD Program's largest purchaser, decreased for the second year in a row from \$181.2 million in FY 1999 to \$160.2 million in FY 2000. For the first time, the **Defense Logistics Agency (DLA)** is now the JWOD Program's largest buyer with purchases amounting to **\$198.3 million** in FY 2000, an 18.5 percent increase over FY 1999's \$167.4 million. All around increases in Department of

Defense (DLA, Air Force, DeCA, Navy, Army) purchases also now account for \$557.4, or 50.4 percent, of the JWOD Program's total sales. Department of

Agriculture (USDA) purchases increased by more than 100 percent over FY 1999 — from \$8.5 million to \$17.5 million in FY 2000.



## COMMITTEE AWARDS: ALLEY AWARD



Stephen Arginteanu receives the E.R. "Dick" Alley Career Achievement Award from Past Committee Chairperson Gary Krump at the JWOD Summit.

In April 2000, the Committee presented **Stephen Arginteanu** from the *General Services Administration* with the E.R. "Dick" Alley Career Achievement Award at the JWOD Summit held in Arlington, Virginia. The purpose of the award, which was created in 1998 to honor the Committee's longtime Deputy Executive Director, Dick Alley, is to recognize an individual for extraordinary achievement and consistent effort in utilizing the Federal procurement system to generate employment opportunities for people who are blind or have other severe disabilities under the Javits-Wagner-O'Day Program.

Stephen Arginteanu is currently a Procurement Technical Advisor for the General Service Administration's (GSA) Public Buildings Service (PBS) in

New York. Starting with GSA as a Contract Specialist in 1972, he has nearly thirty years of Federal procurement experience. He formed a strong working relationship with Dick Alley in 1974 and continued to work with the JWOD Program throughout his career. In 1989, Arginteanu became Supervisory Contract Specialist in the Contracts Branch, Contracts Division of PBS. Serving as Branch Chief, he was responsible for maintaining continuous contract coverage for building service contracts awarded in New York, New Jersey, Puerto Rico, and the U.S. Virgin Islands. Arginteanu continued to think of JWOD to meet the needs of his custodial contracts and, since his time there, the branch has awarded approximately 30 JWOD custodial contracts per year — providing jobs for 441 people with severe disabilities.

Stephen Arginteanu diligently works towards the common goal of obtaining the best value in custodial services contracts for the Public Building Service while providing job opportunities for people who are blind or have other severe disabilities. As the PBS representative to a working group composed of members of the Committee, NISH and individuals from nonprofit agencies that perform custodial contracts under the JWOD Program, Arginteanu continues to work with the JWOD Program on new initiatives, such as performance-based specifications in lieu of prescriptive ones, pricing policies consistent with and comparable to those of the private sector, and the implementation of partnering arrangements to maximize value for U.S. taxpayers.



## COMMITTEE AWARDS: OUTSTANDING CONTRIBUTIONS AWARD

### Burnell R. Brusveen

**B**urnell R. Brusveen is a Team Leader in the *National Contracts Division, Medical and Surgical Standardization Section of the Department of Veterans Affairs National Acquisition Center*. On October 5, 1999, he received an Outstanding Contributions Award from Past Committee Chairperson Gary Krump at the NIB Annual Training Conference in Albuquerque, New Mexico.

Mr. Brusveen, a long-time JWOD supporter, was instrumental in the addition of latex, vinyl and nitrile patient examining gloves to the Procurement List. "Mr. Brusveen's endeavor enhanced both the JWOD and the VA's standardization programs," said Mr. Krump, "and it is further evidence of the VA's acceptance of JWOD as a desired source for a variety of supplies."

As a result of Mr. Brusveen's efforts, 172 VA medical centers will be stocked with a variety of JWOD Program examining gloves. More importantly, this addition provides a minimum of 25 work years annually for people who are blind or have other severe disabilities.

### Donna Hutchens

**D**onna Hutchens is a procurement services Team Leader in the *General Services*

*Administration's Public Buildings Service's Northwest Arctic Region* (serving Washington, Oregon, Idaho, and Alaska). On April 18, 2000, she received an Outstanding

Contributions Award from Leon A. Wilson, Jr., Executive Director, at the JWOD Summit in Arlington, Virginia.

Ms. Hutchens first became involved with the JWOD Program in 1979 when seeking a custodial contractor for a Federal building in Portland, Oregon. Thanks to her twenty-one years of support, the JWOD Program currently

holds thirty-three of the region's custodial/grounds services contracts and two administrative services contracts, including the operation of the Regional Emergency Control Center, a project led by Ms. Hutchens in 1999.

As Leon Wilson stated in his congratulations, "Ms. Hutchens epitomizes everything that is good about the JWOD Program." When it comes to JWOD contracting expertise, Ms. Hutchens sets the standard. She is instrumental in referring new and exciting service contracts to the JWOD Program and also supports the JWOD Program outside of her region by providing information to other GSA regions and federal agencies.



Committee Executive Director Leon A. Wilson, Jr., presents Donna Hutchens with an Outstanding Contributions Awards at the JWOD Summit.

### Colonel Kevin Cloud

**O**n April 18, 2000, **Colonel Kevin Cloud**, *Commander, 60<sup>th</sup> Contracting Squadron*, Travis Air Force Base, was recognized at the JWOD Summit in Arlington, Virginia, for his outstanding contributions to the Javits-Wagner-O'Day Program.

Travis AFB currently provides 208 jobs for people with severe disabilities in a number of service contracts, including grounds maintenance, janitorial/custodial, full food service, painting, library services, air passenger security, and furnishings management. Lt Col Cloud's current efforts to launch a military family housing maintenance contract and to create a base-wide transportation outsourcing initiative for the JWOD Program



*Committee Executive Director Leon A. Wilson, Jr., presents Colonel Kevin Cloud with an Outstanding Contributions Awards at the JWOD Summit.*

have the potential to provide an additional 200 jobs to people with severe disabilities.

“Colonel Cloud has been instrumental in using the JWOD Program for all conceivable requirements — large as well as

small; innovative as well as routine,” said David Dubinsky, Executive Director of NISH's West Regional office.

Many JWOD employees serving Travis AFB work for PRIDE Industries and Pacific Coast, nonprofit agencies north of Sacramento, CA., which allows Travis AFB to give back to its local community.

Sales of JWOD products at Travis AFB's Base Supply Center, managed by the Texas Lighthouse for the Blind, provide employment opportunities for people with severe disabilities nationwide.

### Rose Schulz

**O**n October 5, 1999, **Rose Schulz** of the United States Postal Service was recognized at the NIB Annual Training Conference in Albuquerque, NM, for her outstanding contributions to the Javits-Wagner-O'Day Program.

Ms. Schulz is a Team Leader, *Purchasing-Contracting*

*Officer from the Purchasing and Materials Service Center* located in Minneapolis, Minnesota. She played an instrumental role in the additions of business cards, self-inking stamps and logo clocks to the Procurement List. These additions created the equivalent of approximately fifty full-time jobs annually for people who are blind or have other severe disabilities, and generated almost

\$8 million in sales for JWOD-participating nonprofit agencies.

Past Committee Chairperson Gary Krump thanked Ms. Schulz for her support of the JWOD Program and commended her for her consistent assistance in paving the way to mutually beneficial partnerships between JWOD and the Postal Service.

NIB JWOD Employee  
Award Recipients  
(left to right):  
Seprena Jackson,  
Roosevelt Stevenson,  
Susan Muhlenbeck.



### **1999 Milton J. Samuelson Career Achievement Award Recipient — Seprena Jackson**

**S**eprena Jackson, a Purchasing Agent within the Department of Veterans Affairs' (VA) Office of Acquisition and Material Management, has congenital cataracts and glaucoma and has been blind since birth. She began her career with the VA as an Administrative Assistant through a VA service contract with the Columbia Lighthouse for the Blind. Through the use of adaptive equipment such as Zoom Text Extra and an Eschenbach Stand Magnifier, Seprena learned quickly and assumed more responsibilities. Among her accomplishments include the design and implementation of a bidders list, now used by contracting specialists at the VA central office.

### **1999 Peter J. Salmon Manufacturing Award Recipient — Roosevelt Stevenson**

**R**oosevelt Stevenson works as a *Production Specialist in the Boeing Department of the Seattle Lighthouse for the Blind*. Reared in Mississippi with eleven brothers and sisters, he admits, "living the fast life." In and out of jail, he lived a dangerous life. A gunshot wound to the head rendered him blind at age twenty-three. He began years of adaptive learning and eventually relocated to Washington. Surrounded by positive people, Roosevelt flourished. Besides working on the Boeing contract, Roosevelt spends his time talking to young people at local schools about the danger of drugs and violence as well as volunteering for the Boys and Girls Club, Junior Achievement and Breast Cancer Research.

### **1999 Peter J. Salmon Service Award Recipient — Susan Muhlenbeck**

**S**usan Muhlenbeck became blind at age two due to retinal blastoma. She earned her undergraduate degree in psychology and her master's degree in Rehabilitation Counseling from Virginia Commonwealth University. While enrolled in a customer service class through Virginia Industries for the Blind (VIB) in Richmond, Susan had the opportunity to interview for a position as Collection Representative for the Virginia Department of Taxation, a state agency under contract with VIB to provide collection services. After only one year of employment, Susan surpassed all 47 collectors in the office in productivity. She is the only collection representative who can also speak Spanish, enabling the agency to serve a more diverse population. Through the efforts of seven other blind employees and amplified by Susan's high level of achievement, the Virginia Department of Taxation has offered to double the number of positions available to blind and visually impaired individuals.



### NISH Evelyn Villines Award Recipient — Jesse Linn

**J**esse Linn received NISH's Evelyn Villines Award in recognition of his ability to overcome physical and mental obstacles in order to achieve upward mobility through the JWOD Program. He accepted the honor during the 2000 NISH National Training Conference in Arlington, Virginia.

Linn is blind in one eye and has a learning disability. At age 22, Linn was referred to the Dale Roger's Training Center in Oklahoma City, where he was hired on a JWOD food service contract at Tinker Air Force Base. Extremely introverted, Linn was kept on such tasks as mopping floors and general cleaning where direct interaction with others was not required. After three years, however, he began to take on other tasks and become an integral, and more visible, part of the team. When the food service operation moved to a more intense atmosphere at the Vanwey Dining Hall, Linn took a position as a line server on the busy morning and lunch shifts.

In 1999, Linn applied for a civilian service job at Tinker Air Force Base and was hired as a metal treatment helper, responsible for treating and conditioning metal used in all parts of the construction of aircrafts. To do this job effectively requires math skills, the ability to operate a crane and understand computer output, and the understanding of all phases of

metal treatment. Thanks to his experience in the JWOD Program, Linn now earns a competitive wage and has full health benefits.

*Jesse Linn, second from right, receives the Evelyn Villines Award at the 2000 NISH National Training Conference in Arlington, VA.*



### NISH William M. Usdane Award Recipient — Wayne Neuf



*Wayne Neuf, center, receives the William M. Usdane Award at the 2000 NISH National Training Conference in Arlington, VA.*

**W**ayne Neuf received NISH's William M. Usdane Award in recognition of his success in the workplace and his commitment to his community. He accepted the honor during the 2000 NISH National Training Conference in Arlington, Virginia.

Neuf was diagnosed early in life with cerebral palsy and mental retardation. He became an employee of Goodwill Industries

of Pittsburgh in 1968 — beginning work in the assembly operations shop and quickly advancing into a freight elevator operator position. In 1979, Goodwill helped Neuf get a job with the maintenance department at the Syria Mosque Building Complex where he worked until it was torn down in 1986. Neuf returned to Goodwill where he now works as a custodian on a JWOD contract at the Morehead Federal Building. When not working, Neuf actively participates in Church-sponsored events such as feeding the homeless and fundraising for flood victims, and supports youth activities in Millvale. Now in his mid-sixties, Neuf has scaled back the hours he is physically able to work. He continues to remain active in his community and is currently making plans to retire from his job and enjoy the social activities that have long been a part of his life.



## Nonprofit Agencies Participating in the JWOD Program

**N**onprofit agencies authorized to provide products and/or services under the JWOD Program during FY 2000 are listed below. There were a total of 615 nonprofit agencies with items on the Committee's Procurement List. New agencies are indicated with an asterisk (\*).

### **ALABAMA — 9**

#### **Anniston**

Opportunity Center Easter Seal Rehabilitation Facility (NISH)

#### **Birmingham**

Alabama Goodwill Industries, Inc. (NISH)

#### **Gadsden**

Darden Rehabilitation Foundation (NISH)

#### **Huntsville**

Huntsville Rehabilitation Foundation (NISH)  
The ARC of Madison County, Inc. (NISH)

#### **Mobile**

GW Services, Inc. (NISH)

#### **Montgomery**

Goodwill Industries of Central Alabama, Inc. (NISH)

#### **Muscle Shoals**

Northwest Alabama Easter Seal Children's Clinic — Rehabilitation Center (NISH)

#### **Talladega**

Alabama Industries for the Blind (NIB)

### **ALASKA — 3**

#### **Anchorage**

Assets, Inc. (NISH)

#### **Fairbanks**

Fairbanks Resource Agency, Inc. (NISH)

#### **Juneau**

REACH, Inc. (NISH)

### **ARIZONA — 12**

#### **Bisbee**

Cochise County Association for the Handicapped (NISH)

#### **Nogales**

Santa Cruz Training Programs, Inc. (NISH)

#### **Phoenix**

AFH Enterprises, Inc. (NISH)  
Arizona Industries for the Blind (NIB)  
Goodwill Community Service, Inc. (NISH)

#### **Tempe**

The Centers for Habilitation/TCH (NISH)

#### **Tucson**

Arizona Training Program at Tucson (NISH)  
Catholic Community Services of Southern Arizona (NISH)  
J.P. Industries, Inc. (NISH)  
Tetra Corporation (NISH)  
Tucson Association for the Blind and Visually Impaired (NIB)

#### **Yuma**

Yuma WORC Center, Inc. (NISH)

### **ARKANSAS — 7**

#### **Fort Smith**

Abilities Unlimited of Ft. Smith, Inc. (NISH)  
BOST Human Development Services (NISH)

#### **Jacksonville**

Pathfinder Schools, Inc. (NISH)

#### **Jonesboro**

Abilities Unlimited of Jonesboro, Inc. (NISH)

#### **Little Rock**

The Arkansas Lighthouse for the Blind (NIB)

#### **Pine Bluff**

Jenkins Memorial Children's Center and Jenkins Ind., Inc. (NISH)

#### **Texarkana**

Texarkana Sheltered Workshop, Inc. (NISH)

### **CALIFORNIA — 45**

#### **Bakersfield**

The Bakersfield Association for Retarded Citizens, Inc. (NISH)

#### **Baldwin Park**

Work Orientation and Rehabilitation Company, Inc. (NISH)

#### **Chico**

Work Training Center for the Handicapped (NISH)

#### **Concord**

Phoenix Programs, Incorporated (NISH)

#### **El Centro**

Association for Retarded Citizens — Imperial Valley (NISH)  
Imperial County Work Training Center, Inc. (NISH)

#### **Fontana**

The Fontana Rehabilitation Workshop (NISH)

#### **Hanford**

Kings Rehabilitation Center, Inc. (NISH)

#### **Lancaster**

Desert Haven Enterprises, Inc. (NISH)

#### **Lompoc**

Life Options, Vocational and Resource Center (NISH)

#### **Los Angeles**

Asian Rehabilitation Services, Inc. (NISH)  
Exceptional Children's Foundation (NISH)  
Goodwill Industries of Southern California (NISH)

#### **Mt. Shasta**

Siskiyou Opportunity Center (NISH)

#### **Napa**

Napa Valley P.S.I., Inc. (NISH)

#### **Oakland**

Calidad Industries, Inc. (NISH)

#### **Orange**

Orange County ARC (NISH)

#### **Palo Alto**

VTF Services (NISH)

#### **Pasadena**

Foothill Workshop for the Handicapped, Inc. (NISH)



## CALIFORNIA (cont.)

### Perris

Valley Resource Center for the Retarded, Inc. (NISH)

### Rancho Cucamonga

Vocational Improvement Program, Inc. (NISH)

### Red Bluff

Tehama County Opportunity Center, Inc. (NISH)

### Redding

Shasta County Opportunity Center (NISH)

### Richmond

Rubicon Programs, Inc. (NISH)

### Ridgecrest

Desert Area Resources and Training (NISH)

### Rohnert Park

North Bay Rehabilitation Services, Inc. (NISH)

### Roseville

PRIDE Industries (NISH)

### Sacramento

Crossroads Building Services, Inc. (NISH)  
Easter Seals Society of Superior California (NISH)

### San Diego

Association for Retarded Citizens — San Diego (NISH)  
Job Options, Inc. (NISH)

### San Francisco

\*Recreation Center for the Handicapped, Inc. (NISH)

Rose Resnick Lighthouse for the Blind & Visually Impaired (NIB)

Toolworks, Inc. (NISH)

### Santa Ana

Goodwill Industries of Orange County (NISH)

### Santa Clara

Hope Rehabilitation Services (NISH)  
Project HIRED, Inc. (NISH)

### Santa Maria

The ARC of Santa Maria Valley (NISH)

### South El Monte

Lincoln Training Center and Rehabilitation Workshop (NISH)

### Stockton

\*Valley Service Connection, Inc. (NISH)

### Suisun City

V-Bar Enterprises, Inc. (NISH)

### Torrance

Social Vocational Services, Inc. (NISH)

### Truckee

Pacific Coast Community Services (NISH)

### Ventura

Association for Retarded Citizens — Ventura County, Inc. (NISH)

### Woodland

Yolo Employment Services (NISH)

## COLORADO — 6

### Colorado Springs

Goodwill Industrial Services Corporation (NISH)

### Denver

Bayaud Industries, Inc. (NISH)  
Platte River Industries, Inc. (NISH)

### Fort Collins

Foothills Gateway, Inc. (NISH)

### Pueblo

Pueblo Diversified Industries, Inc. (NISH)

### Westminster

North Metro Community Services for Developmentally Disabled (NISH)

## CONNECTICUT — 7

### Bridgeport

The Kennedy Center, Inc. (NISH)

### Enfield

Greater Enfield Allied Rehabilitation Centers, Inc. (NISH)

### New Britain

CW Resources, Inc. (NISH)

### Uncasville, CT

Easter Seal Rehabilitation Center of Southeastern Connecticut, Inc. (NISH)

### Waterbury

Easter Seal Rehabilitation Center of Greater Waterbury, Inc. (NISH)

### West Hartford

BESB Industries (NIB)

### Windsor

The Greater Hartford Easter Seal Rehabilitation Center, Inc. (NISH)

## DELAWARE — 3

### Milford

Kent-Sussex Industries, Inc. (NISH)

### New Castle

Delaware Division for the Blind (NIB)

### Wilmington

Opportunity Center, Inc. (NISH)

## DISTRICT OF COLUMBIA — 6

Anchor Mental Health Association (NISH)

Columbia Lighthouse for the Blind (NIB)

Davis Memorial Goodwill Industries (NISH)

D.C. Association for Retarded Citizens, Inc. (NISH)

Lt. Joseph P. Kennedy Institute (NISH)

Ability Unlimited, Inc. (NISH)

## FLORIDA — 19

### Daytona Beach

Work Oriented Rehabilitation Center, Inc. (NISH)  
ACT, CORP. (NISH)

### Fort Lauderdale

Goodwill Industries of Broward County, Inc. (NISH)  
United Cerebral Palsy of Broward County, Inc. (NISH)

### Gainesville

Association for Retarded Citizens Alachua County (NISH)

### Green Cove Springs

CCAR Services, Inc. (NISH)

### Jacksonville

\*GINFL Services, Inc. (NISH)

## FLORIDA (cont.)

### Lake City

CARC — Advocates for Citizens with Disabilities (NISH)

### Miami

Goodwill Industries of South Florida, Inc. (NISH)  
Easter Seal Society of Dade County, Inc. (NISH)

### Orlando

Goodwill Industries of Central Florida, Inc. (NISH)

### Pensacola

Lakeview Center, Inc. (NISH)

### Rockledge

Brevard Achievement Center, Inc. (NISH)  
ARC — Brevard, Inc. (NISH)

### St. Petersburg

JobWorks, Inc. (NISH)  
The Pinellas Association for Retarded Children (NISH)

### Tampa

Tampa Lighthouse for the Blind, Inc. (NIB)

### West Palm Beach

Lighthouse for the Blind of the Palm Beaches, Inc. (NIB)  
Gulfstream Goodwill Industries, Inc. (NISH)

## GEORGIA — 22

### Albany

Goodwill Industries of South Georgia, Inc. (NISH)

### Athens

Kelley Diversified, Inc. (NISH)

### Atlanta

Bobby Dodd Industries, Inc. (NISH)  
Goodwill Industries of Atlanta, Inc. (NISH)

### Augusta

East Georgia Easter Seal Society (NISH)

### Bainbridge

Georgia Industries for the Blind (NIB)

### Columbus

Power Works Industries, Inc. (NISH)

### Dublin

\*Middle Georgia Diversified Industries, Inc. (NISH)

### Dunwoody

Jewish Vocational Service, Inc. (NISH)

### Jonesboro

WORKTEC (NISH)

### La Grange

New Ventures, Inc. (NISH)

### Macon

Good Vocations, Inc. (NISH)

### Marietta

Nobis Enterprises, Inc. (NISH)

### Montezuma

Macon County Mental Retardation Services Center (NISH)

### Plains

Middle Flint Health Care — Sumter County Mental Retardation Center (NISH)

### Rome

Sheltered Work Services of Rome, Inc. (NISH)

### Savannah

Goodwill Industries of the Coastal Empire, Inc. (NISH)

### Smyrna

Blind & Low Vision Services of North Georgia (NIB)

### Thomasville

Thomas-Grady Mental Retardation Services Center (NISH)

### Warner Robins

Epilepsy Association of Georgia, Inc. (NISH)  
Family Support Alliance for the Mentally Ill, Inc. (NISH)  
Houston County Association for Exceptional Citizens, Inc. (NISH)

Ho'opono Workshop for the Blind (NIB)  
Lanakila Rehabilitation Center (NISH)  
Network Enterprises, Inc. (NISH)

### Wahiawa

Opportunities for the Retarded, Inc. (NISH)

### Wailuku

Ka Lima O Maui (NISH)

## IDAHO — 8

### Blackfoot

Dawn Enterprises, Inc. (NISH)

### Caldwell

Western Idaho Training Company, Inc. (NISH)

### Coeur D'Alene

TESH, Inc. (NISH)

### Eagle

Trace, Inc. (NISH)

### Idaho Falls

Development Workshop, Inc. (NISH)

### Lewiston

Opportunities Unlimited, Inc. (NISH)

### Pocatello

New Day Products, Inc. (NISH)

### Sandpoint

Panhandle Special Needs, Inc. (NISH)



## GUAM — 1

### Agana

Able Industries of the Pacific (NISH)

## HAWAII — 7

### Hilo

The ARC of Hilo (NISH)

### Honolulu

Goodwill Industries of Honolulu, Inc. (NISH)

## ILLINOIS — 20

### Alton

Challenge Unlimited, Inc. (NISH)

### Anna

Rehabilitation and Vocational Education Program, Inc. (NISH)

### Belleville

St. Clair Associated Vocational Enterprises, Inc. (NISH)

**ILLINOIS (cont.)****Carthage**

Hancock County Mental Health Center, Inc. (NISH)

**Chicago**

Ada S. McKinley Community Services, Inc. (NISH)

Chicago Association for Retarded Citizens (NISH)

Jewish Vocational Services and Employment Center (NISH)

Lester and Rosalie ANIXTER CENTER (NISH)

The Chicago Lighthouse for People who are Blind or Visually Impaired (NIB)

**Danville**

REHAB Products and Services, Inc. (NISH)

**Lanark**

Rolling Hills Progress Center, Inc. (NISH)

**Mt. Vernon**

Jefferson County Comprehensive Services, Inc. (NISH)

**Paris**

Human Resources Center of Edgar and Clark Counties (NISH)

**Peoria**

Community Workshop and Training Center, Inc. (NISH)

**Rock Island**

Alliance for the Mentally Ill of Rock Island & Mercer Counties (NISH)

Association of Retarded Citizens of Rock Island County (NISH)

**Rockford**

Omni Business Services, Inc. (NISH)

**Rolling Meadows**

Clearbrook Center, Inc. (NISH)

**Waukegan**

GWS, Inc. (NISH)

**West Frankfort**

Franklin-Williamson Human Services, Inc. (NISH)

**INDIANA — 10****Bloomington**

Stone Belt ARC, Inc. (NISH)

**Gary**

Tradewinds Rehabilitation Center, Inc. (NISH)

**Indiannapolis**

Bosma Industries for the Blind, Inc. (NIB)

Crossroads Rehabilitation Center, Inc. (NISH)

\*\*GW Commercial Services, Inc. (NISH)

**Michigan City**

Michiana Resources, Inc. (NISH)

**New Albany**

Rauch Rehabilitation & Developmental Services, Inc. (NISH)

**Paoli**

Orange County Rehabilitative and Developmental Services, Inc. (NISH)

**Rockville**

\*Child-Adult Resource Services, Inc. (NISH)

**Vincennes**

Knox County Association for Retarded Citizens, Inc. (NISH)

**IOWA — 6****Des Moines**

Goodwill Industries of Central Iowa (NISH)

**Iowa City**

Goodwill Industries of Southeast Iowa (NISH)

**Marshalltown**

Mid-Iowa Workshops, Inc. (NISH)

**Newton, IA**

Progress Industries (NISH)

**Shenandoah, IA**

Nishna Productions, Inc. (NISH)

**Sioux City, IA**

Wall Street Mission — Goodwill Industries Rehabilitation Center (NISH)

**KANSAS — 4****Lawrence**

Cottonwood, Inc. (NISH)

**Salina**

Occupational Center of Central Kansas, Inc. (NISH)

**Wichita**

Center Industries Corporation (NISH)  
Envision, Inc. (NIB)

**KENTUCKY — 8****Corbin**

Southeastern Kentucky Rehabilitation Industries, Inc. (NISH)

**Danville**

Pioneer Vocational/Industrial Services (NISH)

**Hopkinsville**

Pennyroyal Regional Mental Health — Mental Retardation Board, Inc. (NISH)

**Lexington**

Opportunity Workshop of Lexington, Inc. (NISH)

**Louisville**

\*C.G.M. Services, Inc. (NISH)  
Custom Quality Services, Inc. (NISH)  
New Vision Enterprises, Inc. (NIB)

**Owensboro**

Opportunity Center Workshop, Inc. (NISH)

**LOUISIANA — 11****Baton Rouge**

Louisiana Industries for the Disabled, Inc. (NISH)

**Berwick**

Bayou Industrial Maintenance Services, Inc. (NISH)

**Jena**

LaSalle Association for the Developmentally Delayed, Inc. (NISH)

**Lake Charles**

Calcasieu Association for Retarded Citizens, Inc. (NISH)

**Leesville**

Vernon Sheltered Workshop, Inc. (NISH)

**Many**

Association for Retarded Citizens of Sabine, Inc. (NISH)

**New Orleans**

The Lighthouse for the Blind in New Orleans (NIB)  
Goodworks, Inc. (NISH)

**Shreveport**

The Arc of Caddo-Bossier (NISH)

**North Louisiana**

Goodwill Industries & Rehabilitation Center, Inc. (NISH)

Louisiana Association for the Blind (NIB)





## MAINE — 5

### Auburn

Pathways, Inc. (NISH)

### Augusta

Motivational Services, Inc.  
(NISH)

### Bar Harbor

\*DEH Operating Company  
(NISH)

### Belfast

Group Home Foundation  
(NISH)

### Portland

\*Northern New England  
Employment Services  
(NISH)

## MARYLAND — 14

### Aberdeen, MD

The ARC of Northern  
Chesapeake Region, Inc.  
(NISH)

### Baltimore

Alliance, Inc. (NISH)  
Baltimore Association for  
Retarded Citizens, Inc.  
(NISH)  
Goodwill Industries of the  
Chesapeake, Inc. (NISH)  
Blind Industries and  
Services of Maryland  
(NIB)  
Sinai Hospital of Baltimore  
(NISH)

The Chimes, Inc. (NISH)

### Easton

Chesapeake Bay Industries,  
Inc. (NISH)

### Frederick

The Jeanne Bussard Center,  
Inc. (NISH)

### Hagerstown

Hagerstown Goodwill  
Industries, Inc. (NISH)

### Hollywood

The Center for Life  
Enrichment, Inc. (NISH)  
(name chg)

### Rockville

The ARC of Montgomery  
County, Inc. (NISH)

### Silver Spring

CHI Centers, Inc. (NISH)

### Upper Marlboro

Melwood Horticultural  
Training Center (NISH)

## MASSACHUSETTS — 14

### Boston

Community Workshops, Inc.  
(NISH)  
Morgan Memorial Goodwill  
Industries, Inc. (NISH)

### Braintree

Consolidated Products and  
Services, Inc. (NISH)

### Cambridge

Massachusetts Commission  
for the Blind/Ferguson  
Industries for the Blind  
(NIB)

### Chicopee

FOR Community Services,  
Inc. (NISH)

### Concord

\*Minuteman ARC for  
human Services, Inc.  
(NISH) January, 2000

### Easthampton

Riverside Industries, Inc.  
(NISH)

### Hyannis

Nauset, Inc. (NISH)

### Lawrence

American Training, Inc.  
(NISH)

### New Bedford

The Opportunity Center  
of Greater New Bedford,  
Inc. (NISH)

### North Quincy

Work, Incorporated (NISH)

### Pittsfield

Berkshire County Arc, Inc.  
(NISH)

### Springfield

Goodwill Industries of the  
Springfield/Hartford  
Area, Inc. (NISH)

### Worcester

Seven Hills Occupational  
& Rehabilitation  
Services, Inc. (NISH)

## MICHIGAN — 16

### Alpena

Northeastern Michigan  
Rehabilitation and  
Opportunity Center  
(NISH)

### Ann Arbor

Washtenaw County  
Community Mental  
Health Board (NISH)

### Auburn Hills

New Horizons  
Rehabilitation Services,  
Inc. (NISH)

### Battle Creek

Calhoun County  
Community Mental  
Health Services (NISH)  
Navigations, Inc. (NISH)

### Caro

Tuscola County Community  
Mental Health Services  
(NISH)

### Grand Rapids

Hope Network, Inc. (NISH)

### Holland

Kandu Industries, Inc.  
(NISH)

### Kalamazoo

MRC Industries, Inc. (NISH)  
MidWest Enterprises for the  
Blind, Inc. (NIB)

### Kingsford

Trico Opportunities, Inc.  
(NISH)

### Lansing

Peckham Vocational  
Industries, Inc. (NISH)

### Port Huron

The Arc of St. Clair County  
(NISH)

### Saginaw

Saginaw Valley  
Rehabilitation Center, Inc.  
(NISH)

### Sault Ste. Marie

Northern Transitions, Inc.  
(NISH)

### Southfield

Jewish Vocational Service  
and Community  
Workshop (NISH)

## MINNESOTA — 7

### Duluth

Duluth Lighthouse for the  
Blind (NIB)

**MINNESOTA (cont.)**

Goodwill Industries  
Vocational Enterprises,  
Inc. (NISH)

**Minneapolis**  
\*AccessAbility, Inc. (NISH)  
Tasks Unlimited, Inc.  
(NISH)

**Rochester**  
Ability Building Center,  
Inc. (NISH)

**St. Paul**  
MDI Government Services  
(NISH)

**Thief River Falls**  
Occupational Development  
Center, Inc. (NISH)

**MISSISSIPPI — 9**

**Gulfport**  
Goodwill Industries of  
South Mississippi, Inc.  
(NISH)

**Jackson**  
Allied Enterprise of  
Jackson, Inc. (NISH)  
Mississippi Industries for  
the Blind (NIB)

**Long Beach**  
Allied Enterprises of  
Harrison County (NISH)

**Meridian**  
Allied Enterprises of  
Meridian (NISH)

**Oxford**  
Allied Enterprises of  
Oxford (NISH)

**Picayune**  
South Mississippi Regional  
Center (NISH)

**Ridgeland**  
Goodwill Industries of  
Mississippi, Inc. (NISH)

**Vicksburg**  
Warren County  
Association for Retarded  
Citizens, Inc. (NISH)

**MISSOURI — 10**

**Harrisonville**  
\*\*Casco Area Workshop,  
Inc. (NISH)

**Houston**  
\*Opportunity Sheltered  
Industries, Inc. (NISH)

**Independence**  
Independence and Blue  
Springs Industries, Inc.  
(NISH)

**Kansas City**  
Alphapointe Association  
for the Blind (NIB)  
The Helping Hand of  
Goodwill Industries  
Extended Employment  
Sheltered Workshop, Inc.  
(NISH)

**Marshfield**  
Web-Co Custom Industries,  
Inc. (NISH)

**Sedalia**  
Cooperative Workshops,  
Inc. (NISH)

**Springfield**  
Springfield Workshop, Inc.  
(NISH)

**St. Louis**  
Lighthouse for the Blind  
(NIB)  
MGI Services Corporation  
(NISH)

**MONTANA — 4**

**Billings**  
Community Option  
Resource Enterprises,  
Inc. (NISH)

**Butte**  
BSW, Inc. (NISH)

**Helena**  
Helena Industries, Inc.  
(NISH)

**Missoula**  
Opportunity Resources,  
Inc. (NISH)

**NEBRASKA — 4**

**Fremont**  
Outlook Nebraska (NIB)

**Lincoln**  
Goodwill Services, Inc.  
(NISH)

**Nebraska City**  
Region V Services (NISH)

**Omaha**  
\*Goodwill Specialty  
Services, Inc. (NISH)

**NEVADA — 4**

**Las Vegas**  
Opportunity Village  
Association for Retarded  
Citizens (NISH)  
\*\*Positive Access, Inc.  
(NISH)  
Southern Nevada Sightless  
(NIB)

**Sparks**  
United Cerebral Palsy of  
Northern Nevada (NISH)

**NEW HAMPSHIRE — 2**

**Lebanon**  
West Central Services  
(NISH)

**Keene**  
Wyman Way Cooperative,  
Inc. (NISH)

**NEW JERSEY — 8**

**Augusta**  
SCARC, Inc. (NISH)

**Cedar Knolls**  
Occupational Training  
Center of Morris County  
(NISH)

**Edison**  
Edison Sheltered  
Workshop, Inc. (NISH)

**Hackensack**  
North Jersey Friendship  
House, Inc. (NISH)

**Mt. Holly**

Occupational Training  
Center of Burlington  
County (NISH)

**Orange**

The First Occupational  
Center of New Jersey  
(NISH)

**Runnemede**

Bestwork Industries for the  
Blind, Inc. (NIB)

**Somerset**

New Jersey Association of  
the Deaf-Blind, Inc. (NIB)

**NEW MEXICO — 5**

**Albuquerque**  
Adelante Development  
Center, Inc. (NISH)  
New Mexico Industries for  
the Blind (NIB)  
RCI, Inc. (NISH)

**Clovis**  
ENMRSH, Inc. (NISH)

**Las Cruces**  
Tresco, Inc. (NISH)

**NEW YORK — 42**

**Albany**  
Northeastern Association of  
the Blind at Albany, Inc.  
(NIB)

**Amsterdam**  
Montgomery County  
Chapter, NYSARC, Inc.  
(NISH)

**Astoria**  
\*Goodwill Industries of  
Greater New York and  
Northern New Jersey, Inc.  
(NISH)

**Binghamton**  
Sheltered Workshop for the  
Disabled, Inc. (NISH)  
Blind Work Association  
(NIB)

## NEW YORK (cont.)

### Brooklyn

Federation Employment and Guidance Service (NISH)

New York City Industries for the Blind (NIB)

### Buffalo

Niagara Frontier Vocational Rehabilitation Center, Inc. (NISH)

Elizabeth Pierce Olmstead MD for the Visually Impaired (NIB)

### Canandaigua

Ontario County Chapter, NYSARC — Abbey Industries (NISH)

### Canton

St. Lawrence County Chapter, NYSARC (NISH)

### Cortland

J.M. Murray Center, Inc. (NISH)

### Fairport

Continuing Developmental Services, Inc. (NISH)

### Jamestown

Chautauqua County Chapter, NYSARC, Inc. (NISH)

### Kingston

Gateway Community Industries, Inc. (NISH)

### Malone

Citizen Advocates, Inc. (NISH)

### Menands

The Workshop, Inc. (NISH)

### Middletown

New Dynamics, Corp. (NISH)

Occupations, Inc. (NISH)

### New York City

Fedcap Rehabilitation Services, Inc. (NISH)

Lighthouse International (NIB)

The Corporate Source, Inc. (NISH)

### Niagara Falls

Niagara County Chapter, NYSARC (NISH)

### Oakdale

Skills Unlimited, Inc. (NISH)

### Olean

Cattaraugus County Chapter, NYSARC (NISH)

### Peekskill

Community Aid for Retarded Children, Inc. (NISH)

### Plattsburgh

Clinton County Chapter, NYSARC, Inc. (NISH)

### Poughkeepsie

Dutchess County Chapter, NYSARC, Inc. (NISH)

### Rochester

Rochester Rehabilitation Center, Inc. (NISH)

Lifetime Assistance, Inc. (NISH)

The Association for the Blind and Visually Impaired and Goodwill Industries of Greater Rochester, Inc. (NIB)

### Sardinia

Suburban Adult Services, Inc. (NISH)

### Scotia

Schenectady County Chapter NYSARC, Inc. (NISH)

### Slingerlands

Albany County Chapter, NYSARC, Inc. (NISH)

### Syracuse

Aurora of Central New York (NIB)

Consolidated Industries of Greater Syracuse, Inc. (NISH)

## Utica

Central Association for the Blind and Visually Impaired, Inc. (NIB)

Human Technologies Corporation, Inc. (NISH)

The Arc, Onieda—Lewis Chapter, NYSARC (NISH)

## Walton

Delaware County Chapter, NYSARC, Inc. (NISH)

## Waterloo

NYSARC, Inc., Seneca—Cayuga Counties Chapter (NISH)

## Watertown

Jefferson County Center, NYSARC (NISH)

## NORTH CAROLINA — 18

### Boone

Watauga Opportunities, Inc. (NISH)

### Brevard

Transylvania Vocational Services, Inc. (NISH)

### Charlotte

Lions Services, Inc. (NIB)

### Cherokee

Vocational Opportunities of Cherokee, Inc. (NISH)

### Durham

L.C. Industries for the Blind, Inc. (NIB)  
Durham Exchange Club Industries, Inc. (NISH)

### Fayetteville, NC

Windows of Opportunities Vocational Training Center (NISH)

### Greensboro

Industries of the Blind, Inc. (NIB)

### Greenville

Eastern Carolina Vocational Center, Inc. (NISH)

## Hertford

\*\*Skills, Inc. (NISH)

## Jacksonville

Coastal Enterprises of Jacksonville, Inc. (NISH)

## Kinston

Lions Industries for the Blind, Inc. (NIB)

## Marble

Industrial Opportunities, Inc. (NISH)

## New Bern

CETC Employment Opportunities, Inc. (NISH)

## North Wilkesboro

Wilkes County Vocational Workshop, Inc. (NISH)

## Raleigh

Raleigh Lions Clinic for the Blind, Inc. (NIB)

## Winston-Salem

Goodwill Industries of Northwest North Carolina, Inc. (NISH)  
Winston-Salem Industries for the Blind, Inc. (NIB)

## NORTH DAKOTA — 5

### Bismark

Pride, Inc. (NISH)

### Fargo

Vocational Training Center (NISH)

### Jamestown

Alpha Opportunities, Inc. (NISH)

### Minot

Minot Vocational Adjustment Workshop, Inc. (NISH)

### Valley City

Open Door Center (NISH)

## OHIO — 21

### Akron

Community Support Services, Inc. (NISH)



## OHIO (cont.)

Weaver Industries, Inc.  
(NISH)

### Canton

The Workshops, Inc. (NISH)

### Cincinnati

Cincinnati Association for  
the Blind (NIB)

The Clovernook Center —  
Opportunities for the  
Blind (NIB)

Ohio Valley Goodwill  
Industries Rehabilitation  
Center, Inc. (NISH)

CRI, Inc. (NISH)

### Cleveland

Cleveland Skilled  
Industries (NIB)

VGS, Inc. (NISH)

### Dayton

Eastway Corporation  
(NISH)

Goodwill Industries of the  
Miami Valley (NISH)

### Elyria

Murray Ridge Production  
Center, Inc. (NISH)

### Mansfield

Richland County Board  
of Mental Retardation  
and Developmental  
Disabilities (NISH)

### Marion

MARCA Industries, Inc.  
(NISH)

### Newark

Licking-Knox Goodwill  
Industries, Inc. (NISH)

## Springfield

Clark County Board of  
Mental Retardation  
and Developmental  
Disabilities (NISH)

### Stryker

Quadco Rehabilitation  
Center, Inc. (NISH)

### Toledo

ContracTech, Inc. (NISH)

### Xenia

Greene, Inc. (NISH)

### Youngstown

Youngstown Area Goodwill  
Industries, Inc. (NISH)

Burdman Group, Inc. (NISH)

## OKLAHOMA — 10

### Anadarko

APEX, Inc. (NISH)

### Edmond

The Meadows Center for  
Opportunity, Inc. (NISH)

### Lawton

Goodwill Industries of  
Southwest Oklahoma, Inc.  
(NISH)

### Midwest City

Mid-Del Group Home, Inc.  
(NISH)

### Moore

Work Activity Center, Inc.  
(NISH)

### Muskogee

Golden Rule Industries of  
Muskogee, Inc. (NISH)

## Oklahoma City

Oklahoma County Council  
for Mentally Retarded  
Citizens, Inc. (NISH)

Oklahoma Goodwill  
Industries, Inc. (NISH)

The Oklahoma League for  
the Blind (NIB)

### Woodward

Oklahoma's Action  
Rehabilitation Centers  
(NISH)

## OREGON — 12

### Astoria

Clatsop County  
Development Training  
Center Association  
(NISH)

### Eugene

Pearl Buck Center, Inc.  
(NISH)

### Hermiston

RISE, Inc. (NISH)

### Lebanon

Willamette Valler  
Rehabilitation Center  
(NISH)

### Medford

Living Opportunities, Inc.  
(NISH)

### Milwaukie

CCI Enterprises, Inc.  
(NISH)

### Portland

Blind Enterprises of  
Oregon (NIB)

Portland Habilitation  
Center, Inc. (NISH)

The Port City  
Development Center  
(NISH)

St. Vincent DePaul  
Rehabilitation Services  
of Oregon (NISH)

### Roseburg

Sunrise Enterprises of  
Roseburg, Inc. (NISH)

## Salem

The Garten Foundation  
(NISH)

## PENNSYLVANIA — 36

### Athens

Penn-York Opportunities,  
Inc. (NISH)

### Bethlehem

Via of the Lehigh Valley,  
Inc. (NISH)

### Chester

Delaware County Branch  
of the Pennsylvania  
Association for the  
Blind (NIB)

### Coatesville

Chester County Branch  
of the Pennsylvania  
Association for the Blind,  
Inc. (NIB)

### Concordville

Elwyn Incorporated  
(NISH)

### Erie

Dr. Gertrude A. Barber  
Center, Inc. (NISH)

### Greensburg

Westmoreland County  
Branch, Pennsylvania  
Association for the Blind,  
Inc. (NIB)  
Rehabilitation Center &  
Workshop, Inc. (NISH)

### Harrisburg

Goodwill Services, Inc.  
(NISH)

### Indiana

Indiana County Blind  
Association, Inc. (NIB)  
ICW Vocational Services,  
Inc. (NISH)

### Johnstown

Cambria County  
Association for the Blind  
and Handicapped, Inc.  
(NISH)



**PENNSYLVANIA (cont.)****Johnstown**

Goodwill Industries of the  
Conemaugh Valley, Inc.  
(NISH)

**Lancaster**

Susquehanna Association  
for the Blind and Visually  
Impaired (NIB)

**Lebanon**

\*Quality Employment  
Services & Training, Inc.  
(NISH)

**Lewiston**

Juniata Branch,  
Pennsylvania Association  
for the Blind, Inc. (NISH)

**Lower Gwynedd**

Delta Community Supports,  
Inc. (NISH)

**Meadow Lands**

Arc Human Services, Inc.  
(NISH)

**Mechanicsburg**

Cumberland-Perry  
Association for Retarded  
Citizens (NISH)

**New Castle**

Lark Enterprises, Inc.  
(NISH)

**New Kensington**

Family Services of Western  
Pennsylvania, Inc. (NISH)

**Philadelphia**

Horizon House, Inc. (NISH)

**Pittsburgh**

ARC, Allegheny County  
Chapter — Parc-Way  
Industries (NISH)  
The Easter Seal Society of  
Western Pennsylvania  
(NISH)

Goodwill Commercial  
Services (NISH)

Pittsburgh Vision Services,  
Inc. (NIB)

Vocational Rehabilitation  
Center of Allegheny  
County, Inc. (NISH)

**Pottsville**

United Cerebral Palsy of  
Schuylkill, Carbon and  
Northumberland  
Counties (NISH)

**Scranton**

Allied Health Care  
Services (NISH)

**Sharon**

Mercer County Branch,  
Pennsylvania Association  
for the Blind (NISH)

**Washington**

Washington-Greene  
County Branch,  
Pennsylvania  
Association for the Blind  
(NIB)

**White Haven**

White Haven Center (NISH)

**Wilkes-Barre**

United Rehabilitation  
Services, Inc. (NISH)

**Williamsport**

Hope Enterprises, Inc.  
(NISH)

North Central Sight  
Services, Inc. (NIB)

**York**

York County Blind Center  
(NIB)

**RHODE ISLAND — 3****Newport**

Newport County Chapter  
of Retarded Citizens,  
Inc. (NISH)

**North Providence**

Greater Providence  
Chapter, Rhode Island  
Association for Retarded  
Citizens (NISH)

**Warwick**

In-Sight (NIB)

**SOUTH CAROLINA  
— 19****Aiken**

The Tri-Development  
Center of Aiken County,  
Inc. (NISH)

**Beaufort**

Beaufort Vocational  
Rehabilitation Center  
(NISH)

**Camden**

Camden Vocational  
Rehabilitation Training  
Center (NISH)

**Charleston Heights**

Charleston Vocational  
Rehabilitation Center  
(NISH)

**(West) Columbia**

Columbia Vocational  
Rehabilitation Center  
(NISH)

**Conway**

Horry County Disability/  
Special Needs Board  
(NISH)

**Easley**

Pickens County Board for  
the Mentally Retarded  
and Developmentally  
Disabled, Inc. (NISH)

**Florence**

Florence County  
Disabilities and Special  
Needs Board (NISH)

**Greenville**

Greenville County  
Disabilities & Special  
Needs Board (NISH)

**Greenwood**

Emerald Center  
Multi-County Board  
for Disabilities and  
Special Needs (NISH)

**North Charleston**

Goodwill Industries of  
Lower South Carolina,  
Inc. (NISH)

**Orangeburg**

Orangeburg County  
Disabilities and Special  
Needs Board (NISH)

**Rock Hill**

York County Mental  
Retardation and  
Developmental  
Disabilities Board (NISH)

**Seneca**

Oconee-Pickens Work  
Training Center (NISH)

**Spartanburg**

The Charles Lea Center  
for Rehabilitation and  
Special Education, Inc.  
(NISH)

**Summerville**

Dorchester County Board  
of Disabilities and  
Special Needs (NISH)

**Sumter**

Sumter County Disabilities  
and Special Needs  
Board, Inc. (NISH)  
The Genesis Center  
(NISH)

**Walterboro**

Walterboro Vocational  
Rehabilitation Center  
(NISH)

**SOUTH DAKOTA — 5****Aberdeen**

Adjustment Training  
Center, Inc. (NISH)

**Box Elder**

BH Services, Inc. (NISH)

**Hot Springs**

Southern Hills  
Developmental Services,  
Inc. (NISH)

**Huron**

Huron Area Adjustment  
Training Center, Inc.  
(NISH)

**Sioux Falls**

Sioux Vocational Services  
Inc. (NISH)

**TENNESSEE — 10****Clarksville**

Progressive Directions,  
Inc. (NISH)

**Cookeville**

Advocacy and Resources  
Corporation (NISH)

## TENNESSEE (cont.)

### Johnson City

Dawn of Hope  
Development Center,  
Inc. (NISH)

### Knoxville

Goodwill Industries —  
Knoxville, Inc. (NISH)

Knox County Association  
for Retarded Citizens  
(NISH)

### Memphis

Shelby Residential &  
Vocational Services, Inc.  
(NISH)

Memphis Goodwill  
Industries, Inc. (NISH)

### Morristown

Lions Volunteer Blind  
Industries, Inc. (NIB)

### Nashville

Ed Lindsey Industries for  
the Blind, Inc. (NIB)

Goodwill Industries of  
Middle Tennessee, Inc.  
(NISH)

## TEXAS — 37

### Abilene

Abilene Goodwill  
Industries, Inc. (NISH)

### Austin

Goodwill Industries of  
Central Texas, Inc.  
(NISH)

Professional Contract  
Services, Inc. (NISH)

The Travis Association  
for the Blind (NIB)

St. Vincent dePaul  
Rehabilitation Services  
of Texas (NISH)

### Baumont

Goodwill Industries of  
Southeast Texas, Inc.  
(NISH)

Statewide Consolidated  
Community Dev. Corp.  
Inc. (NISH)

### Conroe

Tri-County Mental Health  
and Mental Retardation  
Services (NISH)

### Corpus Christi

Nueces County Mental  
Health — Mental  
Retardation Community  
Center (NISH)

South Texas Lighthouse  
for the Blind (NIB)

The RC Foundation, Inc.  
(NISH)

### Dallas

Dallas Lighthouse for  
the Blind, Inc. (NIB)

LifeNet Community  
Behavioral Healthcare  
(NISH)

Goodwill Industries of  
Dallas, Inc. (NISH)

### El Paso

Goodwill Industries of  
El Paso (NISH)

National Center for  
Employment of the  
Disabled (NISH)

### Fort Worth

Expanco, Inc. (NISH)

Goodwill Industries of  
Fort Worth, Inc. (NISH)

Tarrant County Association  
for the Blind (NIB)

\*The Expanco Employment  
Connection (NISH)

### Houston

Center for the Retarded,  
Inc. (NISH)

The Lighthouse for the  
Blind of Houston (NIB)

### San Angelo

Concho Resource Center  
(NISH)

MHMR Services for the  
Concho Valley (NISH)

West Texas Lighthouse for  
the Blind, Inc. (NIB)

### San Antonio

Bexar County Mental  
Health — Mental  
Retardation Center  
(NISH)

Development Resources,  
Inc. (NISH)

Goodwill Industries of  
San Antonio (NISH)

San Antonio Lighthouse  
(NIB)

South Texas Housing and  
Community Development  
Corporation (NISH)

\*Training, Rehabilitation  
& Development  
Institute, Inc. (NISH)

\*Willing Hearts, Inc.  
(NISH)

World Technical Services,  
Inc. (NISH)

### Tyler

East Texas Lighthouse for  
the Blind (NIB)

### Wichita Falls

Beacon Lighthouse, Inc.  
(NIB)

Wichita Falls State  
Hospital (NISH)

Work Services Corporation  
(NISH)

## UTAH — 5

### Clearfield

Pioneer Adult Rehab.  
Center, Davis County  
School District (NISH)

### Ogden

Enable Industries, Inc.  
(NISH)

### Salt Lake City

Utah Industries  
for the Blind  
(NIB)

\*Community  
Foundation  
for the  
Disabled,  
Inc. (NISH)

### St. George

Washington  
County  
Association  
for Retarded  
Citizens  
(NISH)

## VERMONT — 1

### Colchester

Champlain Vocational  
Services, Inc (NISH)

## VIRGINIA — 27

### Alexandria

Services Source (NISH)  
Federal Dispute Resolution  
Center (NIB)

### Arlington

Sheltered Occupational  
Center of Northern  
Virginia, Inc. (NISH)

### Bedford

Longwood Industries, Inc.  
(NISH)

### Charlottesville

WorkSource Enterprises  
(NISH)

### Chesapeake

Chesapeake Service  
Systems, Inc. (NISH)

### Fredericksburg

Rappahannock Goodwill  
Industries, Inc. (NISH)

### Gloucester

Lewis B. Puller Vocational  
Center, Inc. (NISH)

### Hampton

Association for Retarded  
Citizens of the Peninsula,  
Inc. (NISH)



## VIRGINIA (cont.)

### Leesburg

Every Citizen Has an Opportunity, Inc. (NISH)

### Lynchburg

Lynchburg Sheltered Industries, Inc. (NISH)

### Manassas

Didlake, Inc. (NISH)

### Newington

Mt. Vernon—Lee Enterprises, Inc. (NISH)

### Norfolk

Goodwill Industries of Tidewater, Inc. (NISH)

Louise W. Eggleston Center, Inc. (NISH)

### Petersburg

\*Association for Retarded Citizens, Petersburg Area, Inc. (NISH)

### Portsmouth

Portco, Inc. (NISH)

### Richmond

Goodwill Services, Inc. (NISH)

\*Richmond Association of Retarded Citizens (NISH)

Virginia Industries for the Blind (NIB)

### Salem

Goodwill Industries of the Valleys, Inc. (NISH)

### Victoria

Southside Training Employment Placement Services, Inc. (NISH)

### Virginia Beach

Community Alternatives, Inc. (NISH)

Diversified Industrial Concepts, Inc. (NISH)

### Williamsburg

Colonial Workshop, Inc. (NISH)

### Winchester

Northwestern Workshop, Inc. (NISH)

## Wytheville

Mount Rogers Community Mental Health — Mental Retardation Services Board (NISH)

## WASHINGTON — 24

### Bellingham

Cascade Christian Services (NISH)

Lake Whatcom Residential and Treatment Center (NISH)

### Bremerton

Holly Ridge Center, Inc. (NISH)

Peninsula Services (NISH)

### Clarkston

Asotin County Board of Commissioners — Developmental Services (NISH)

### Ellensburg

Elmview (NISH)

### Issaquah

AtWork! (NISH)

### Kennewick

Columbia Industries (NISH)

### Oak Harbor

New Leaf, Inc. (NISH)

### Olympia

Morningside, Inc. (NISH)

### Port Angeles

Diversified Resources Center (NISH)

### Port Townsend

Skookum Educational Programs (NISH)

### Republic

Ferry County Community Services (NISH)

### Seattle

Northwest Center for the Retarded (NISH)

Office Careers, Inc. (NISH)

Prevail (NISH)

Seattle Mental Health Institute, Inc. (NISH)

The Lighthouse for the Blind, Inc. (NIB)

### Spokane

Career Connections (NISH)

Pre-Vocational Training Center (NISH)

### Sumner

VADIS Northwest (NISH)

### Vancouver

\*Vantech Enterprises N.W. (NISH)

### Walla Walla

Lillie Rice Center (NISH)

### Yakima

Yakima Specialties, Inc. (NISH)

## WEST VIRGINIA — 12

### Buckhannon

Buckhannon—Upshur Work Adjustment Center, Inc. (NISH)

### Charleston

Shawnee Hills, Inc. (NISH)

### Clarksburg

Job Squad, Inc. (NISH)

### Craigsville

Sheltered Workshop of Nicholas County, Inc. (NISH)

### Huntington

Pretera Center for Mental Health Services, Inc. (NISH)

Goodwill Industries of KYOWVA, Inc. (NISH)

### Maben

Wyoming County Workshop, Inc. (NISH)

### Parkersburg

SW Resources, Inc. (NISH)

### Ronceverte

Gateway Industries, Inc. (NISH)

### Star City

PACE Training and Evaluation Center, Inc. (NISH)

## Weirton

Hancock County Sheltered Workshop, Inc. (NISH)

## Wheeling

Russell Nesbitt Services, Inc. (NISH)

## WISCONSIN — 9

### Eau Claire

L.E. Phillips Career Development Center, Inc. (NISH)

### Fond du Lac

Brooke Industries, Inc. (NISH)

### Green Bay

Brown County Association for Retarded Citizens, Inc. (NISH)

### La Crosse

ORC Industries, Inc. (NISH)

### Milwaukee

Associated Industries for the Blind (NIB)

Industries for the Blind, Inc. (NIB)

Milwaukee Center for Independence, Inc. (NISH)

Wiscraft Inc.—Wisconsin Enterprises for the Blind (NIB)

### Tomah

Handi-Shop Industries, Inc. (NISH)

## WYOMING — 3

### Casper

Northwest Community Action Programs of Wyoming, Inc. (NISH)

### Cheyenne

Goodwill Industries of Wyoming, Inc. (NISH)

Magic City Enterprises, Inc. (NISH)

## CONTACT INFORMATION

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